“I could never do your job... I love animals too much”

I think you meant to say:
Thank you for your service

- Keeping me and my loved ones healthy.
- Ensuring that laboratory animals are well cared for.
- Supporting development of new discoveries.
Dare 2 Care (D2C): Developing a Sustainable Compassion Fatigue Program

Friday, September 27th, 2019
1:00PM – 1:45PM
SDAALAS Fall Symposium
Salk Institute for Biological Studies
La Jolla, CA

J. Preston Van Hooser
Review Scientist & Compliance Manager
Office of Animal Welfare, University of Washington (UW)
Chair, UW Dare 2 Care (D2C) Compassion in Science Committee
Member, UW IACUC
Session Objectives

• What is Compassion Fatigue?
  ➢ The Human-Animal Bond

• Examine compassion fatigue and its impact on our community
  ➢ Animal caregivers, researchers, vets, vet techs, IACUC members and support staff, trainers

• Provide example coping strategies

• Illustrate compassion fatigue program development

• Develop and implement a sustainable compassion fatigue program
What is Compassion Fatigue?

In an animal care setting, Compassion Fatigue is a combination of physical, emotional and psychological depletion associated with working and caring for animals and their well-being in a captive environment.

It's the negative aspect of our work. It may be related to providing care, working with colleagues, beliefs about self, system failure, burnout and/or any work-related trauma.
The Trajectory of Compassion Fatigue

Zealot Phase → Irritability Phase → Withdrawal Phase

Pathology → Zombie Phase

Jan Spilman, MEd, RCC
The Trajectory of Compassion Fatigue

- Committed, excited, willing, enthusiastic
- Irritability Phase
- Withdrawal Phase
- Pathology
- Zombie Phase
The Trajectory of Compassion Fatigue

Committed, excited, willing, enthusiastic → Increase of mistakes, poor communication, distancing → Withdrawal Phase

Pathology → Zombie Phase
The Trajectory of Compassion Fatigue

Committed, excited, willing, enthusiastic → Increase of mistakes, poor communication, distancing → Exhausted, increase of complaints, relationships neglected

Pathology → Zombie Phase
The Trajectory of Compassion Fatigue

Committed, excited, willing, enthusiastic → Increase of mistakes, poor communication, distancing → Exhausted, increase of complaints, relationships neglected

Pathology

Anger, decline of patience, blame
The Trajectory of Compassion Fatigue

Committed, excited, willing, enthusiastic → Increase of mistakes, poor communication, distancing → Exhausted, increase of complaints, relationships neglected

Illnesses, absences, leaving profession

Anger, decline of patience, blame
The Trajectory of Compassion Fatigue

Committed, excited, willing, enthusiastic → Increase of mistakes, poor communication, distancing → Exhausted, increase of complaints, relationships neglected

Suicide

Illnesses, absences, leaving profession → Anger, decline of patience, blame

The human-lab animal bond exists in many forms and it can improve both human and animal welfare.

Close contact with animals can create feelings of satisfaction and affection.

“Every technician I interviewed for this study experienced some form of attachment to a laboratory animal at least once in his or her career.” ~Arnold Arluke
Human-Lab Animal Bond

- Animals depend on us: a contract
  - Food/water/housing/environment
  - Interaction
  - Enrichment
  - Humane treatment
- Animals seek out contact
Human-Lab Animal Bond

- Animals have
  - Personalities
  - Distinct attributes
    - Friendly, intelligent, courageous, amusing,
    - Ability to distinguish among people
  - Many are long-term
    - Close, frequent contact
Most research animals will be euthanized
  – Protocol needs
  – Illness
  – Unsuitable
  – Not needed
The Cost of Caring

“The expectation that we can be immersed in suffering and loss daily and not be touched by it is as unrealistic as expecting to be able to walk through water without getting wet.” (Remen, 1996)

https://www.aalas.org/education/educational-resources/cost-of-caring
We All (can or may) Experience It!

Not only do the individuals that work directly with the animals, but IACUC members, administrative support staff, vendors and facilities services personnel may indirectly experience compassion fatigue.

We don’t get compassion fatigue because we are weak, can’t handle the work, aren’t “cut out” for it, etc. We get compassion fatigue because we care, deeply. And we ignore our own needs.
Signs & Symptoms

**Individual**
- Depression
- Anxiety
- Apathy
- Irritability
- Sleep disturbance
- Poor self-care
- An increase in mistakes
- Diminished career enjoyment
- Substance abuse
- Problems in relationships

**Organization**
- Substandard level of care
- Absenteeism
- High turnover
- Lack of teamwork
- Team conflict
- Low morale
- Blaming and complaining
- Increased cynicism
- Poor quality control
- Deterioration of the mission

*List Courtesy of “Compassion Fatigue: A Nurse's Primer”*
In the mid-1990’s

- When I started to work in the field of laboratory animal science, I was overwhelmed by emotions.
- Nobody told me about the feelings of
  - Guilt...
  - Sadness...
  - Regrets...

And nobody told me (or warned me) how difficult it would be to talk about my work/research.
## Causes of Compassion Fatigue

<table>
<thead>
<tr>
<th>Animal Husbandry &amp; Vet Staff</th>
<th>Research Faculty &amp; Staff</th>
<th>IACUC &amp; Admin Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Isolation</td>
<td>Long hours</td>
<td>Program size and complexity</td>
</tr>
<tr>
<td>Observed morbidity and mortality</td>
<td>Regularly witness or induce disease in animals</td>
<td>Protocol and grant congruency reviews</td>
</tr>
<tr>
<td>Desensitization</td>
<td>Self-blame</td>
<td>Animal Numbers</td>
</tr>
<tr>
<td>Sadness over the loss of a particular animal</td>
<td>Desensitization</td>
<td>System Failure(s)</td>
</tr>
<tr>
<td>Animals will ultimately be euthanized</td>
<td>Unexpected outcomes</td>
<td>Ethical decisions</td>
</tr>
<tr>
<td></td>
<td>Animals will ultimately be euthanized</td>
<td>Post-Approval Monitoring</td>
</tr>
<tr>
<td></td>
<td>Targeted by animal rights activists/Negative Press</td>
<td>Targeted by animal rights activists - UW Kills/Negative Press</td>
</tr>
</tbody>
</table>
# Causes of Compassion Fatigue

**Trainers / Training Staff**

<table>
<thead>
<tr>
<th>Causes</th>
<th>Reasons</th>
</tr>
</thead>
<tbody>
<tr>
<td>Volume of animals euthanized, workload, lack of discussion/support</td>
<td>Lack of understanding from upper management “just deal with it”</td>
</tr>
<tr>
<td>Trainees have issues with euthanasia and feel responsible for their feelings</td>
<td>Perception that established procedures can’t be changed and hinder the quality of care</td>
</tr>
<tr>
<td>Mistakes leading to animal suffering</td>
<td>No formal program helping employees to deal with CF</td>
</tr>
<tr>
<td>Not knowing what specific research is being done (hard to justify the animal lives when you don’t see the benefit to humanity)</td>
<td></td>
</tr>
<tr>
<td>No preparation of newcomers for the emotionally difficult tasks</td>
<td></td>
</tr>
<tr>
<td>Failed euthanasia</td>
<td></td>
</tr>
</tbody>
</table>
It Affects the Entire System

- Research Staff
- Lab staff, student helpers, and volunteers
- Veterinary Staff
- Trainers
- Husbandry Staff
- IACUC, AUTS, OH&S, EH&S, Animal Purchasing
- Building Management
- Facility Services
- Vendors
- Professional Transportation Services
- Government/Company

Research Animals
- Numerous interactions throughout it’s life in a laboratory
- 100’s of people involved in direct interaction and/or oversight of the animals
It is important

To provide Lab Animal Professionals (LAPs) with proper training, guidance, and care because this will also have an effect on the animals.
Employee Hazard Training

- Bites, scratches, kicks, physical trauma
- Ergonomics, noise
- Zoonoses, allergens, blood-borne pathogens
- Caustic, infectious, radioactive, toxic agents
- Sharps, hot surfaces, physical hazards
- Public safety, facility and computer security
- Disaster plans, fire, flood, bomb threat
- Harassment, discrimination, whistleblower
- **Emotional involvement?**
Typical Animal Use Training Courses (Online)

- Essentials for UW IACUC Members
- Animal Use Laws & Regulations Training
- Rodent User Course
- Non-Rodent User Course
- Working with Mice
- Working with Rats
- Introduction to Rodent Surgery
- Introduction to Surgery (Non-Rodent, USDA-Covered Animals)
- Emotional involvement?
Animal Use Training at UW (In-person)

- Mouse Hands-on Lab
- Rat Hands-on Lab
- Hands-on Training for Species other than Mice and Rats
- Certification*
- Lab-Managed Animal Care and Records
- Lab-Managed Sick Rodent Recognition
- Lab-Managed Animal Care and Records: Aquatic Animals
- Surgery Lab Part IA
- Surgery Lab Part IB
- Surgery Lab Part II
- 6th Floor Facility Orientation
- 6th Floor Facility Behavior Room Orientation
- T-wing Facility Orientation
- K-wing Facility Orientation
- Animal Research and Care Facility Orientation
- Foege Facility Orientation
- Harborview (HR&T) Facility Orientation
- South Lake Union (SLU) Brotman Facility Orientation
- South Lake Union (SLU) 3.1 Facility Orientation
- Guthrie Facility Orientation
- Roosevelt Facility Orientation
- CHDD Facility Orientation
- North Lake Diesel Facility Orientation
- ABSL2 Room Orientation
- ABSL3 Room Orientation
- Gnotobiotic Animal Core (GNAC) Orientation

• Emotional involvement?
How it Affects the Workplace

- Decreased compassion
- Low quality of care
- Loss of productivity
- High job turnover
- Low morale
- Poor attendance
- Poor job performance
- Increase in errors
- Callous or uncaring attitude
- Leave the profession
Sharing UW’s Experience: How did we get here?

• Identify the Need
• Assess the Potential Demand
• Anneke Keizer, Founder, COPE+
  ➢ Small company specializing in counseling services for people working with laboratory animals
• Needs Assessment (July 2016 & June 2017)
  ➢ Interviews, one-on-one interactions, focus groups
Defining Moment

Stop thinking too much, it’s alright not to know the answers. They will come to you when you least expect it.
Dare 2 Care (D2C) Compassion Fatigue Committee

D2C
Compassion
Fatigue

DARE 2 CARE
UNIVERSITY of WASHINGTON
Compassion in Science
Developing a Compassion Fatigue Program

Management

GET OUT OF THE WAY!

Those who say it cannot be done shouldn’t interrupt the people doing it.
UW D2C Program Mission Statement

Assist all members of the research team to recognize compassion fatigue and raise awareness, provide tools, strategies and resources for managing human emotions in working with and caring for laboratory animals.
Example Concept Map
Compassion Fatigue at UW

- Study Endpoint Notification
- Time/Space for Reflection
- Need to say goodbye
- Heart Stickers & Tags
- Need More Communication
- Break Rooms
- Self Care / Coping Strategies
- Drab Environments
- Window Project
- Puzzles
- Comment Boxes
- Commmemorations
- Support for Staff
- Dedicated Area
- Someone to Talk To
- Peer Counselor
- Annual UW D2C Class: - LAPs - Leadership
- Resources
- UW Care Link

Implemented
Tabled
Work in progress

Drab Environments Implemented
Heart Stickers & Tags Implemented
Need More Communication Implemented
Study Endpoint Notification Implemented
Break Rooms Implemented
Self Care / Coping Strategies Implemented
Comment Boxes Implemented
Commemorations Implemented
Support for Staff Implemented
Dedicated Area Implemented
Someone to Talk To Implemented
Peer Counselor Implemented
Annual UW D2C Class Implemented
Resources Implemented
UW Care Link Implemented
Work in progress
Implementation: Initial Program Target Objectives

• Study Endpoint Notification
• Support for Staff
• Annual Commemoration
• Dedication Area
Study Endpoint Notification

WaNPRC CF Subcommittee formed 2017

Heart Stickers / Cage Tags
- Decided not to pursue at WaNPRC
- (Heart stickers WIP at DCM Vivaria)

E-mail Notification (NHP)
- Endpoint Distribution List
- E-mail Templates

Acknowledge high levels of humane care
Acknowledge the greater purpose the animal served
Hi everyone,

All animals in room ____ will reaching their endpoint soon.

Our animals are all part of a large study titled _______. We often refer to it as our ____ study.

This study’s goal is to _____. As part of the study design, critical endpoint samples must be collected. The scientific knowledge gained in terminal tissue collections and analysis will further the understanding of targeting and eradicating viral reservoirs. In order to thoroughly investigate we will need to humanely euthanize the animals for terminal collections. The pathologist and research staff will carry out this important procedure.

We have worked with these 24 animals for a long time and they are certainly the most vocal, rowdiest group of monkeys we have encountered. Despite that, they have been a pleasure to work with. We have grown to love each of their individual personalities and will miss and remember them all. Endpoints will start ____ and end ___. If you would like specific endpoints for any animals please let me know.

Most everyone has had an important role in this large study. We want to thank all the people that have made this very important study successful. In particular we would like to thank the animal care staff for providing wonderful care for the animals. This is a very vocal group that loves food and treats and you can clearly tell from the animals’ response that they prefer the husbandry technicians to anyone else. These animals were housed at Western and ARCF throughout their study and received excellent care. BMS did a great job ensuring the animal’s behavioral needs are maintained. (They) setup the pairs which have remained stable throughout the study despite a few room changes. The clinical staff provided therapeutic support during the study and are continuing to do so in the most critical part of the study. Research support and surgery staff have also played a large role in this study. They’ve helped up performed ___ surgeries/tissue collections during the course of the study. All 24 animals have progressed through this intensive study and have had no major health issues. We thank the vet staff for keeping close watchful eye on them.

I would also like to make a special thanks to the Kiem lab research staff (particularly Erica and Kelvin) in conducting ethical and compassionate research for our non-human primate patients. This has been a long, difficult study and these animals are all still healthy and happy thanks to the dedication of the research staff making sure their needs are met.

If you would like please take some time to stop by the animal’s cage prior to the dates listed above.

Best regards, _____ Lab
Dear colleagues,

For quite some time we have been working on the _____ study titled_______________
This study investigates the interaction of ________ treatment to enhance vaccine responses against ________ infection. As part of the study design, critical endpoint samples must be collected. The scientific knowledge gained in terminal tissue collection and analysis will further the understanding on how the _______ plays important role in ________ infection. In order to thoroughly investigate this, we will need to humanely euthanize the animals for terminal collections. The pathologist and support staff will carry out this important procedure.

On behalf of the principal investigator, I would like to inform you that we have reached important study endpoints for the following animals:
###### (Animal #/ Date)

We want to thank all the people that have made this very important research study successful. In particular, we would like to thank the animal care staff for providing humane care for the animals, BMS for ensuring the animal’s social and behavioral needs are met, clinical staff in providing therapeutic support during the study, research staff in conducting ethical and compassionate research for our non-human primate patients and pathology staff for ensuring the endpoint is humane.

If you would like, please take some time to visit the animal prior to the date listed above.
Best regards

_______ Team
Hello all,

##### was humanely euthanized yesterday afternoon due to her clinical condition, ___________.

On behalf of the veterinary staff, I would like to thank the animal care staff, veterinary technicians, research support and BMS for your care and attention to this animal during her time at the center.

Thank you,

_____ Veterinarian

Information to Include at the bottom if desired:

You can find out more information about the D2C Compassion in Science program here: _____ including a dedicated phone line, as well as a list of personnel you can reach out to if you want to talk about the loss of a particular animal.
Support for Staff

• When individuals experience grief, anxiety, or bereavement associated with animal loss, it’s important that we:
  ➢ Acknowledge that these feelings exist
  ➢ Provide support in the workplace

• Addressing this in a safe and supportive environment allows individuals to:
  ➢ Feel validated
  ➢ Strengthen coping mechanisms
  ➢ Reinforce ability to sustain or form new bonds
Support for Staff ~ continued

• Create open atmosphere
  ➢ Encourages staff to acknowledge feelings
  ➢ Free from the **shame** or **embarrassment**
    of emotional reactions

• Institute a safe open-door policy

• Provide a pleasant work environment

• Supply a comfortable break area for resting and reflecting

• Offer educational opportunities that address humane animal care
  and use, animal welfare and ethics
Animal Use Training (Online)

University of Washington: Animal Use Laws and Regulations Training: Compassion Fatigue

Other Lessons:

What is Compassion Fatigue?

Compassion fatigue is a form of burnout that manifests as emotional, physical, psychological and/or spiritual exhaustion. It can result when we are repeatedly exposed to emotionally challenging and stressful situations that call for our empathy and compassion towards another person or animal.

Laboratory Animal Care Professionals are at high risk for compassion fatigue due to the fact that they work with and care for the animals, and their well-being, on a daily basis for weeks, months and sometimes years, and then ultimately having to euthanize them.

D2C Care

The UW's Compassion Fatigue Committee is rolling-out a new program, D2C Care (D2C), to introduce the topic of Compassion Fatigue and identify symptoms and recognize, raise awareness and provide tools and strategies to help laboratory animal professionals cope and manage the emotional challenges of lab animal research. While compassion fatigue is a normal consequence of caring, we can learn ways to become more resilient and avoid becoming overwhelmed, shut down or leaving the work/profession altogether.

For more information, please visit the UW Compassion Fatigue Program website.
Occupational Health (OH) Screening

• Annual Health Assessment for husbandry staff / animal users administered by UW Employee Health

• One of the first institutions to implement CF assessment as part of OH screening for Laboratory Animal Professionals
VI. ADDITIONAL HEALTH CONCERNS

Yes ☐ I have health or workplace concerns not covered by the questionnaire (e.g. Compassion Fatigue) that I feel may affect my occupational health and would like to discuss with the Employee Health provider.

Yes ☐ I have reproductive concerns that I would like to discuss with the Employee Health Provider

Yes ☐ I have answered the questions truthfully and to the best of my recollection.

VII. SIGNATURE: _______________ DATE: ___
**THE PROSTATE CANCER RAPID AUTOPSY AND DEVELOPMENT OF PATIENT-DERIVED XENOGRAFT MODELS**

Nguyen HM, Morrissey C, Corey E
Department of Urology, University of Washington; Seattle, WA

**INTRODUCTION**

Prostate cancer (PCa) is the second most common malignancy diagnosed in men and led to 27,760 deaths in 2017 within the United States.

PCa is widely heterogeneous with differences in mutational/genomic alterations, gene expression, site of metastasis, rate of development, survival pathways, and therapeutic escape mechanisms.

A significant limitation in the understanding of PCa and evaluating novel therapeutic approaches lies in the lack of pre-clinical models that closely replicate the diversity of the disease seen in man.

To overcome this limitation, we have established over 60 advanced PCa Patient-Derived Xenograft (PDX) lines.

**OBJECTIVES**

- To establish and characterize PDXs of advanced PCa.
- To investigate the emergence of new drug resistance in association with altered phenotypes.
- To determine if drift has occurred in the LuCaP xenografts.
- To establish a bank of xenografts to evaluate novel therapeutic approaches for the emerging phenotypes.

**RAPID AUTOPSY PROGRAM**

- 1996-2018: 196 rapid autopsies performed.
- Metastatic tissue is acquired within 4-6 hours of death.
- Metastatic tissue is acquired in addition to greatly widened LuCaP PDX lines.

**MATERIALS AND METHODS**

- Samples of advanced PCa obtained from primary prostate or metastatic sites collected at rapid autopsy are expanded in established PDXs.
- Established PDXs are propagated in vivo.
- Genomic, transcriptomic, and STR profiles are generated.
- Results of novel therapies are studied.
- Prostate tumors, paraffin blocks, and TMA containing 40 LuCaP xenografts are examined.

**ASSESSMENT OF BONE RESPONSE IN CRPC**

Figure 1. To determine if drift has occurred in the LuCaP xenografts, we conducted a gene expression analysis of early and late passage of 24 xenografts. From a cluster analysis of 1995 terminally snap-frozen, all 24 LuCaP xenografts clustered with their parental tumor. We determined that while some changes were observed, a limited amount of drift had occurred in the LuCaP xenograft lines. Previous limited studies showed clustering of xenografts with clinical tumors of origin.

**HETEROGENEITY OF RESPONSES**

**RESISTANCE TO SECONDARY ANDROGEN THERAPY**

New treatments and development of resistance results in alterations of tumor heterogeneity. In order to understand mechanisms of resistance and develop new therapies for the resistant tumors, PDXs representing these new tumor phenotypes are urgently needed.

**OSTEOBLASTIC BONE RESPONSES**

**ACKNOWLEDGEMENTS**

These studies have been funded by the Prostate Cancer Foundation (PCF), The Richard M. Lucas Foundation, NIH PO1 (PO1-CA163227), Pacific Northwest Prostate Cancer SPORE (P50-CA097186), the Prostate Cancer Biorepository Network (PCBN), and Movember.

With great appreciation we acknowledge the patients and their families for their participation in the UW Rapid Autopsy Program, the animals who have been sacrificed to make these breakthroughs to alleviate the suffering and death associated with prostate cancer for fathers, sons, brothers, and husbands around the world, as well as the exceptional daily care of these animals provided by the Animal Caretakers.
Molecular profiling stratifies diverse phenotypes of treatment-refractory metastatic castration-resistant prostate cancer
Mark P. Labrecque, …, Peter S. Nelson, Colm Morrissey
Published July 30, 2019
Citation Information: J Clin Invest. 2019. https://doi.org/10.1172/JCI128212.

ACKNOWLEDGEMENTS

This work was supported by a Department of Defense Idea Development Award-Partnering-PI (W81XWH-17-1-0414;W81XWH-17-1-0415), W81XWH-15-1-0430, PC170431, the Pacific Northwest Prostate Cancer SPORE (P50CA97186), the Department of Defense Prostate Cancer Biorepository Network (W81XWH-14-2-0183), Department of Defense Prostate Cancer Clinical Trials Consortium W81XWH-15-2-0008, NCI R01 CA230617, NCI P01 CA163227, the Prostate Cancer Foundation, the AACR NextGen Transformative Cancer Research Grant, the Institute for Prostate Cancer Research, and the Richard M. LUCAS Foundation.

We would like to thank the patients who generously donated tissue that made this research possible. We would also like to thank Jennifer Conner, Michiyo Dalos, Daniel Sondheim and the Comparative Medicine Animal Caregivers for assistance with the LuCaP PDX work. Additionally, we would like to thank Paul Lange, Robert Vessella, Funda Vakar-Lopez, Martine Roudier, Xiaotun Zhang, Belinda Nghiem, Jennifer Noteboom and the rapid autopsy teams in the Urology and Pathology Departments at the University of Washington.
University of Rochester School of Medicine
Bronze casting, in place since the 1920’s

Merck Research Laboratories

In tribute to research animals whose contributions have saved millions of human and animal lives and reduced suffering worldwide.

From the animal technicians, supervisors, managers, veterinarians and research scientists who care for research animals.

Korean FDA, Seoul Pagoda, site of annual ceremony

ILAR Journal V43(1) 2002, Iliff An Additional "R": Remembering the Animals
Annual Commemoration / Dedication Area

TO ACKNOWLEDGE AND REMEMBER ALL THE ANIMALS THAT HAVE BEEN USED IN OUR RESEARCH FACILITY, FOR THEY HAVE CONTRIBUTED TO A BETTER UNDERSTANDING OF SCIENCE AND ENABLED MEDICAL ADVANCEMENT.

AND TO ACKNOWLEDGE ALL RESEARCH PERSONNEL WHO HUMANELY CARE AND USE ANIMALS; YOUR DEDICATION TO ANIMAL WELFARE AND TO SCIENCE IS ADMIRABLE.

Hospital for Special Surgery, Manhattan
Dedication Area (In Progress)

- Physical tribute
- Peaceful retreat where staff can go to reflect

Annual Commemoration (In Progress)

- The entire UW community can gather
- Acknowledge contributions to biomedical research and animal welfare
UW D2C Website

Impact! September 2019
5,804 visitors | 35 countries | 405 cities

https://sites.uw.edu/d2c
Updates: Raising Awareness
Implementation: Additional Program Target Objectives

- Self Care Strategies
- Reflections
- Work Environments
- The “Box” Project
- Art of Compassion
- Sympathy Cards
Self Care Strategies

Rita & Zombie, Kayaking

Christina, volunteering One Health in Malaysia

Holly, climbing Mt. Baker

Yuki, hiking to Camp Muir

Sara & Amber, at dog agility class
Non-negotiables of Self Care

Eat Well

Exercise and Fresh Air

Rest

Connect with others
Reflections

• Provide an opportunity for individuals to come together in one place to pay tribute to our research animals and each other.

• Guest speakers share their research and acknowledge the contributions provided by Laboratory Animal Professionals

• Open to all animal caregivers, research faculty and staff

Martin K. (Casey) Childers, DO, PhD
Professor
Rehabilitation Medicine
University of Washington

Paul Frase
NFL Veteran
Co-Founder, Joshua Frase Foundation

DATE:
Tuesday, October 22, 2019
TIME:
1:30 - 3:00 PM
LOCATION:
Turner Conference Room
HSB E-202
CONTACT:
(206) 616-2366

“A REFLECTIONS”
DARE 2 CARE
A World Without Biomedical Research?
Why Transparency is Vitally Important!

presented by
Ken Gordon
Executive Director
Northwest Association for Biomedical Research

Reflections

Light refreshments will be provided
https://events.wawbi.org
Work Environment / Break Areas

Improving break rooms was frequently requested during our Needs Assessments

“Before” and “After” video of animal caregiver breakroom with completed renovations @ https://sites.uw.edu/d2c under Special Projects page

“The Box Project”

An innovative way to encourage staff to express themselves anonymously
The Art of Compassion

“He is always happy and always rolls onto his side to have his belly rubbed... He always cheers me up if I’m having a bad day.”
“When I first got the study, Bert was the only one that truly stood out. He was the only monkey who would interact with anyone in the room by touching our gloves and taking prima treats out of our hands. He was the sweetest monkey in the cage, but as soon as he was pulled out he made sure everyone knew he was the boss. So naturally, we would all cling to him because he showed his personality right away. Isaac, on the other hand, was extremely submissive and timid to any human interaction. At the transfer, Isaac was placed with an aggressive, dominant mate who took advantage of him. They were eventually separated from each other with hopes of Isaac finding a friendlier mate at the random. As the study went from source to target, Bert and Isaac were paired together. Luckily, Bert took Isaac by the hand and showed him that human interaction isn’t so bad. Isaac slowly progressed and began to touch gloves, gowns, and take treats. Of course, Bert advanced quickly from gloves and treats to gowns, face shields, and getting very excited to see any human. He has a tendency to grab the bottom of the cage with all fours and shake like a mad man when he is not getting any attention. Isaac would get on all fours and tilt his head down and just stare at you with his big eyes surrounded by his very large eyebrow. From their first day together, the two became best buds and would be lost without each other. Its unfortunate that my study is coming to an end, but Bert and Isaac will stay near and dear to our hearts.”
Takeaways…

• Beyond knowledge and skill, empathetic and caring personnel ensure that animals are treated humanely and with respect.
• Emotionally supported individuals who are caring and respectful toward animals are best suited to promote and provide an enriching experience for animals.
• Allowing appropriate outlets for expression can reinforce the integrity of the human-animal bond.
• Compassionate animal care is a foundation of good science.
More to come at...

AALAS NM Oct 13-17th Denver, CO
One Health Approach for the Animal Caregiver: Occupational Health, Human-Animal Bond, and Compassion Fatigue
Wednesday, October 16th, 2019
2:45-5:00pm

ILAR Roundtable Oct 28-29th NIH Bethesda Campus, MD
Human-Animal Interactions in the Research Environment: A Workshop
Acknowledgments

University of Washington D2C Compassion Fatigue Committee

University of Washington and WaNPRC Leadership

Dr. Sally Thompson-Iritani

San Diego AALAS Branch Planning Committee, Christina Boykin, Michele Courtney

Cindy Pekow, Andy Foster

The Jackson Laboratory

R&R Research
Thank you for what you do..... you truly make a difference!
It is better to have a Compassion Fatigue Program and not need it –

.......than to need a Compassion Fatigue Program and not have it.

~ Anthony Gray, 2017